

**** AGENDA ****
*** * OUTAGAMIE COUNTY BOARD * ***

Office of the County Clerk, November 4, 2024.

The Board meets pursuant to adjournment, and is called to order by Chairperson Gabrielson at **5:30 p.m.** in the County Board Room, located at 320 South Walnut Street, Appleton, Wisconsin.

1. ROLL CALL of the Board of Supervisors. Board Chairperson requests the Board's confirmation regarding excused members.
2. PLEDGE OF ALLEGIANCE - Offered by Chairperson Gabrielson.
3. SPECIAL ORDER OF BUSINESS
4. ESTABLISH ORDER OF THE DAY
5. 2025 COUNTY EXECUTIVE BUDGET - The Finance Committee moves for adoption of the 2025 County Executive Budget as amended by the Finance Committee (see Final Finance Committee 2025 Executive Budget Amendments Worksheet).

The budgets will be taken up by committee in the order as listed below:

- A. **Health and Human Services Committee**
- B. **Highway, Recycling and Solid Waste Committee**
- C. **Property, Airport, Recreation & Economic Development Committee**
- D. **Legislative/Audit and Human Resources Committee**

New Position Requests - 2025 Budget – tables included in packet and referenced in all position change resolutions:

Airport:

- 1) Resolution No. 61—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Wage Scale for the Appleton International Airport, cost center 5000110, by changing the Director of Finance & Administration from Exempt 165 to Exempt 175 effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 2) Resolution No. 62—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Wage Scale for the Appleton International Airport, cost center 5000110, by changing the Marketing & Brand Manager from Exempt 145 to Exempt 160 effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

CJTS:

- 3) Resolution No. 63—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Table of Organization for the Criminal Justice Treatment Services (CJTS), cost center 1009100, by eliminating one (1) part-time Criminal Justice Support Specialist position and creating one (1) part-time Case Manager position effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 4) Resolution No. 64—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Table of Organization for the Criminal Justice Treatment Services (CJTS), cost center 2101000, by creating one (1) part-time Office Assistant position (sunset position) effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

Financial Services:

- 5) Resolution No. 65—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Table of Organization for the Financial Services Department, cost center 1004100, by eliminating one (1) full-time Deputy Director Department & Board Relations position and creating one (1) full-time Senior Accountant position effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

Health & Human Services:

- 6) Resolution No. 66—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Table of Organization for the Health and Human Services Department, cost center 2063595, by creating two (2) full-time Case Manager – CLTS Program positions (sunset positions) effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 7) Resolution No. 67—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Table of Organization for the Health and Human Services Department, cost center 2063595, by creating one (1) full-time Case Manager – Lead position (sunset position) effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 8) Resolution No. 68—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Table of Organization for the Health and Human Services Department, cost center 2063595, by creating one (1) full-time Human Services Supervisor - CLTS position (sunset position) effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 9) Resolution No. 69—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Table of Organization for the Health and Human Services Department, cost center 2063595, by creating one (1) full-time Fiscal Specialist – CLTS position (sunset position) effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

- 10) Resolution No. 70—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Table of Organization for the Health and Human Services Department, cost center 2061010, by creating One (1) Full-time Community Health Educator – Substance Use Prevention position effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
 - 11) Resolution No. 71—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Table of Organization for the Health and Human Services Department, cost center 2061020, by eliminating one (1) full-time Nutritionist position and creating One (1) Full-time Registered Dietitian position (sunset position) effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
 - 12) Resolution No. 72—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Table of Organization for the Health and Human Services Department, cost center 2065010, by eliminating one (1) full-time Accountant position and creating One (1) full-time Finance Supervisor (DHHS Fiscal) position effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
 - 13) Resolution No. 73—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Table of Organization for the Health and Human Services Department, cost center 2066090, by creating One (1) full-time Systems Analyst II position effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
 - 14) Resolution No. 74—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Table of Organization for the Health and Human Services Department, cost center 2066090, by eliminating one (1) full-time Psychiatric Nurse position and creating one (1) full-time Psychiatric Nurse – Lead position effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
 - 15) Resolution No. 75—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Table of Organization for the Health and Human Services Department, cost center 2066090, by creating two (2) full-time Case Manager (CCS Kids – Young Adult) positions (sunset positions) effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- Highway:**
- 16) Resolution No. 76—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Table of Organization for the Highway Department, cost center 6008000, by creating one (1) Deputy Highway Commissioner position effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

- 17) Resolution No. 77—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Table of Organization for the Highway Department, cost center 6005000, by creating two (2) full-time Equipment Operator positions effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 18) Resolution No. 78—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Table of Organization for the Highway Department, cost center 6005000, by creating one (1) full-time Highway Operations Foreman position effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 19) Resolution No. 79—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Table of Organization for the Highway Department, cost center 6008003, by creating one (1) full-time Mechanic position effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 20) Resolution No. 80—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Table of Organization for the Highway Department, cost center 6005000, by creating one (1) part-time Youth Apprentice – Equipment Operator position effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 21) Resolution No. 81—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Table of Organization for the Highway Department, cost center 6005000, by creating one (1) part-time Youth Apprentice – Engineering position effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

Human Resources:

- 22) Resolution No. 82—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Wage Scale for the Human Resources Department, cost center 1006000, by changing the full-time HRIS Analyst from Exempt 145 to Exempt 150 effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

Information Technology:

- 23) Resolution No. 83—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Table of Organization for the Information Technology Department, cost center 6040100, by creating one (1) full-time Network Engineer (IT) position effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.
- 24) Resolution No. 84—2024-25 – Legislative/Audit & Human Resources Committee.
Amend the Table of Organization for the Information Technology Department, cost center 6040100, by creating one (1) full-time Senior Systems Analyst position effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

25) Resolution No. 85—2024-25 – Legislative/Audit & Human Resources Committee.

Amend the Table of Organization for the Information Technology Department, cost center 6040100, by creating one (1) full-time Systems Engineer position effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

Maintenance:26) Resolution No. 86—2024-25 – Legislative/Audit & Human Resources Committee.

Amend the Table of Organization for the Maintenance Department, cost center 1005300, by creating one (1) full-time Facilities Maintenance Manager position effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

Parks:27) Resolution No. 87—2024-25 – Legislative/Audit & Human Resources Committee.

Amend the Table of Organization for the Parks Department, cost center 1006200, by creating one (1) full-time Parks Maintenance Technician position and one (1) part-time Parks Maintenance Technician position effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

Register in Probate:28) Resolution No. 88—2024-25 – Legislative/Audit & Human Resources Committee.

Amend the Table of Organization for the Register in Probate Department, cost center 1006300, by eliminating one (1) part-time Office Assistant position and creating one (1) full-time Office Assistant position effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

Sheriff:29) Resolution No. 89—2024-25 – Legislative/Audit & Human Resources Committee.

Amend the Table of Organization for the Sheriff's Office, cost center 2170100, by creating two (2) full-time Patrol Officer positions (sunset positions) effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

30) Resolution No. 90—2024-25 – Legislative/Audit & Human Resources Committee.

Amend the Table of Organization for the Sheriff's Office, cost center 1008007, by creating two (2) part-time Patrol Officer positions effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

Veterans Office:31) Resolution No. 91—2024-25 – Legislative/Audit & Human Resources Committee.

Amend the Table of Organization for the Veterans Service Office, cost center 1008700, by eliminating one (1) part-time Veterans Benefits Specialist position and creating one (1) full-time Senior Benefits Specialist position effective January 1, 2025, and the fiscal change has been included in the budget as well as attendant budget expenditures and revenues, as detailed in the attachments.

32) Resolution No. 92—2024-25 – Legislative/Audit and Human Resources Committee.

Authorize an employee base wage increase of one percent (1%) effective December 29, 2024, for the year 2025, exclusive of step increases, for the exempt and non-exempt pay group which includes all employees except Elected Officials / County Board, the DSA Union group and commission members; a one percent (1%) increase for seasonal staff, and a one percent (1%) increase for the Miscellaneous Pay Group employees. The Miscellaneous pay group employees consist of Deputy Coroners, Bailiffs, Grants, various HHS food transporters, handypersons and site managers, with said increase built into the 2025 annual operating budget, as noted on the attached fiscal note. Authorize an additional longevity step for employees that have been in the same position without a reclassification per the following criteria: 5-7 years and placed at less than step 3; 7-10 years and placed at less than step 5; 10-15 years and placed at less than step 7; 15+ years and placed less than step 10. Retain the employee step program for 2025 and all other benefits remain the same based on usage, as detailed in the attachments.

E. Agriculture, Extension Education, Zoning and Land Conservation Committee

F. Public Safety Committee

G. Finance Committee

H. Independent Supervisor Amendments to the 2025 County Executive Budget.

I. ROLL CALL to adopt the 2025 County Executive Budget as amended.

J. Finance Committee - continued

- 1) Resolution No. 93—2024-25 – Finance Committee. Enabling Tax Levy Resolution for 2024, collected in 2025.

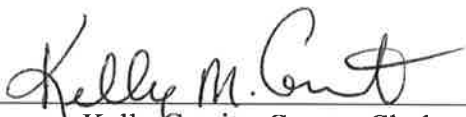
The following items are pertinent to regular business and the 2024 budget.


6. MINUTES OF THE OCTOBER 22, 2024 BUDGET PUBLIC HEARING AND COUNTY BOARD MEETING
7. COMMUNICATIONS
8. PUBLIC PARTICIPATION IS LIMITED TO ONLY MATTERS LISTED ON THE AGENDA AND FOR A TOTAL OF FIFTEEN MINUTES WHICH MAY BE EXTENDED TO 30 MINUTES AT THE DISCRETION OF THE CHAIR – Individual speakers are limited to three minutes per speaker. Per Ordinance No. B—2023-24, amending Chapter 2, Section 2-49 Rule 6 – Appearance of Non-Board Members, of the Outagamie County Code of Ordinances, “Public participation is limited to Outagamie County residents, owners of businesses in Outagamie County, or Outagamie County property taxpayers.”
9. APPOINTMENTS
10. REPORT BY THE COUNTY EXECUTIVE - County Executive Thomas Nelson will give an Administrative Update.
11. UNFINISHED BUSINESS

12. NEW BUSINESS

- A. Ordinance No. Z-6—2024-25 – Agriculture, Extension, Zoning, and Land Conservation Committee. Approve to adopt the petition of Meridian Surveying LLC, applicant on behalf of Paul and Annette Hauser, owners, to rezone parcel 170201501 from the Local Commercial District to the General Agriculture District in the Town of Oneida, as depicted on the attached review and map.
- B. Resolution No. 94—2024-25 – Legislative/Audit and Human Resources Committee. Approve an Agreement between Outagamie County and General Teamsters Union Local 662, collective bargaining representative for the employees of the County Highway Department for calendar year 2025, with no fiscal impact to the 2025 budget as the wages have already been included in the budget, as detailed in the attachments.
- C. Resolution No. 95—2024-25 – Agriculture, Extension Education, Zoning, and Land Conservation Committee. Approve of making application for a Pre-Disaster Flood Resilience Grant – 2-24 Assessment Grant through Wisconsin Emergency Management for the purpose of studying hydrology in a watershed area south of CTH O and east and west of CTH EE in the Town of Freedom and part of the Town of Center; authorize the County Land Conservation Director to act on behalf of the County by submitting an application for any financial aid, sign documents, and take any necessary action to undertake, direct and complete approved projects, and the County will meet the financial obligation of accepted grants.
- D. Resolution No. 96—2024-25 – Public Safety Committee. Authorize and approve of the Emergency Management Department to accept and expend the Hazardous Materials Emergency Preparedness Grant, to be used for training, and increase the EM Grants line items for Intergovernmental Revenue and the Purchased Services by \$2,250 each, as detailed on the attached fiscal note.
- E. Resolution No. 97—2024-25 – Property, Airport, Recreation and Economic Development Committee. Authorize and approve the Purchased Services line items by increasing Mosquito Hill by \$45,000 and decrease the Reserve for Contingencies by \$45,000, to be used to demolish an existing house located at Mosquito Hill and grade the property, as noted on the attached fiscal note.
- F. Resolution No. 98—2024-25 – Finance Committee. Approve the sale of In-Rem Tax Foreclosure property in the Village of Hortonville, Parcel ID Number 240016000, “as is” for \$150.63, with no budget adjustment necessary, as detailed in the attached Agreement Between Outagamie County and the Village of Hortonville.

13. REPORTS


Kelly Gerrits, County Clerk


Dan Gabrielson, Board Chairperson

Accommodation Notice

Any person requiring special accommodations who wishes to attend this meeting should telephone (920) 832-5077 at least 24 hours in advance.